Fleet Manpower Requirements Introduction to Code 40

Manpower/Manning Definition

- Manpower (Requirements)(RQMT)
  - The minimum billets required to accomplish 100% of the scenario based mission defined in the ROC/POE
- Manning (Current onboard)(COB)
  - The people onboard during morning muster
  - Shipboard personnel execute the mission of the ship in a countless number of scenarios
  - Shipboard responsibilities, including watch stations, are adjusted to meet the operating environment (scenario) and mission

Manpower-vs-Manning

...manpower requirements are only a part of the overall picture...

Requirements

RQMT

Work
ROC/
POE

Classify Work

Work

Classifications

Work
MFT

Initial Manpower Specification

Places

Endstrength

Funding

Controls

Authorization

Authorization

Demand

Personnel

Billet Based Distribution

Levels of Risk

COB

Position Priority (USFF, BUPERS)

Current On-board

Faces

Ship Manpower Requirements

- Manpower requirements displayed in SMD/FMD/AMDs and are written to:
  - Minimum Skill
  - Minimum Pay Grade
  - Minimum Quantity
  - To Accomplish 100% of Mission in a Defined Scenario (ROC/POE)

Ship Manpower Methodology

'nlisted Manpower Determination

Operational Manning

- Watch Stations (OM)
  - Established for Conditions of Readiness
  - Readiness States for staffs
  - Essential operating stations
  - Minimum skill level

- Watch station must conform to the designed capability of the shi and the ROC/POE.
- Only limitation on how to man watch stations is imagination and assignment of risk

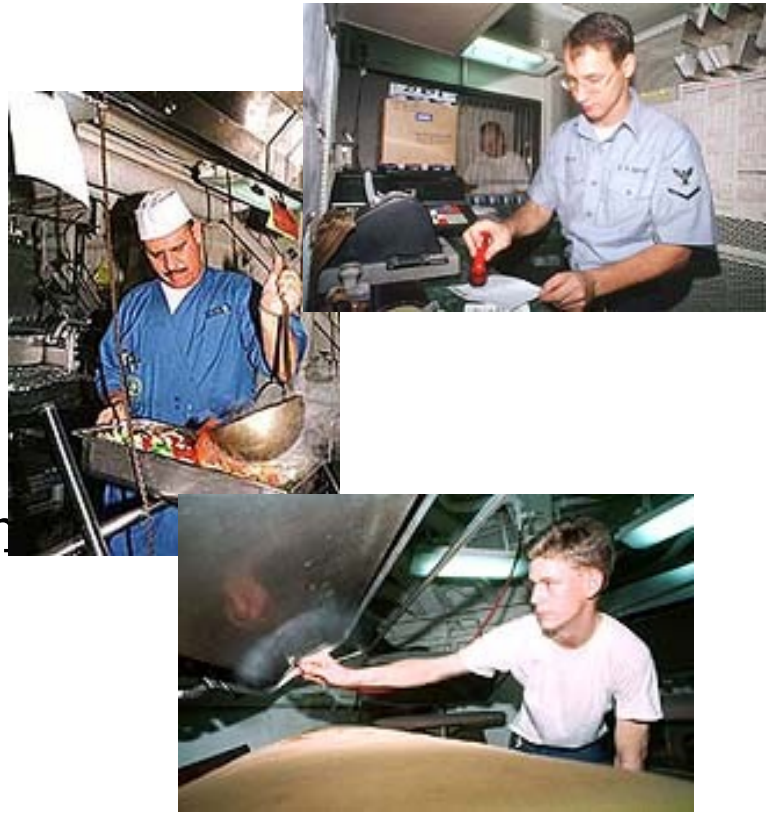
Maintenance

- Preventive Maintenance (PM)
  - Taken from the 3-M System
  - Current Force Revision
- Corrective Maintenance (CM)
- Facilities Maintenance (FM)
  - Cleanliness
  - Preservation

As technology improves, tasks performed manually will be automated and operator workload is reduced. Maintenance workload may either increase or decrease. Both operator and maintenance workload will probably increase in quality.

Own Unit Support

- OUS
  - Administration
  - Command
  - Supply
  - Medical
  - Environmental managen
  - Evolutions



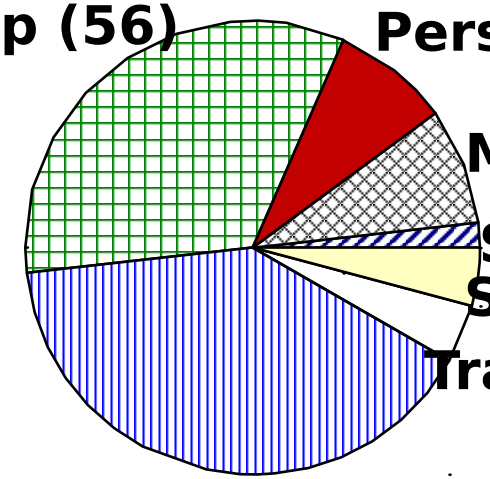
Directed Requirements

- Requirement specified by CNO/OPNAV directives
- Not necessarily driven by measured workload
- Often based on population size or unique skill:
  - » Command Master Chief
  - » Command Career Counselor
  - » Master-at-Arms (Brig Operation)
  - » Medical (Doctor, Dentist)
  - » Chaplain, Religious Programs Specialists (RPs)
  - » Equal Opportunity Specialists

Navy Availability Factor Afloat

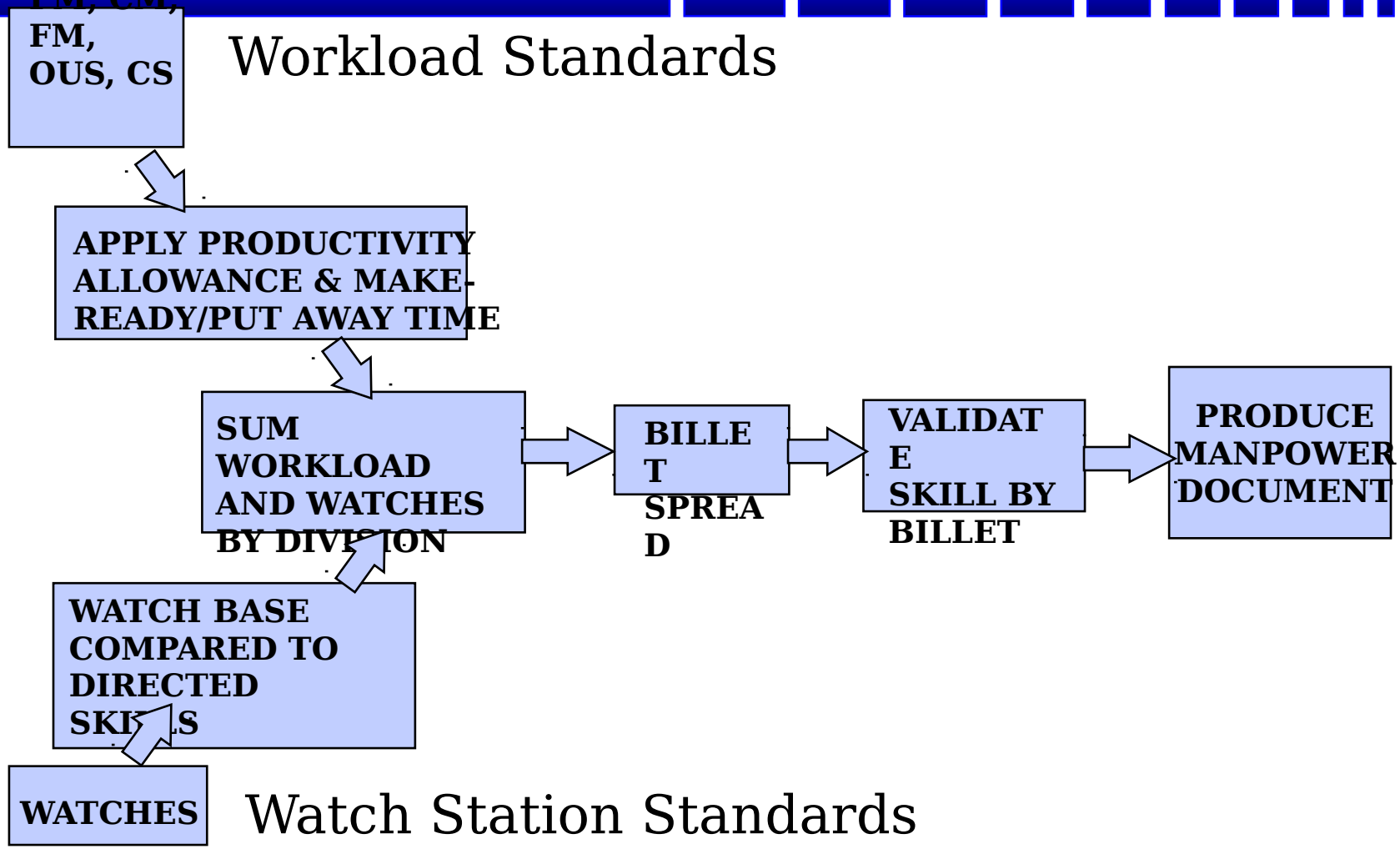
Hours in a week = 168 Hours

OPNAVINST 1000.16K



(Watch Stander = 56 hrs watch, 14 hrs other work)

SMD/FMD Manpower Determination Process



Ship Manpower Methodology

Officer Manpower Determination

Officer Manpower Determination

- **Officers exist for three reasons:**
  - **Command Authority**
    - Commanding Officer
    - Executive Officer
    - Department Heads
    - Other Operational Assistants
  - **Tactical Watch Stander**
  - **Special Skill/Knowledge**
    - Public Affairs Officer
    - Medical
    - Lawyer
    - Chaplain

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